



# Analysis of IT 2021 Recruitment Statistics

'25 by 25' Initiative – Elvin Sindrilaru (IT-ST) and Maria Alandes (IT-CDA)

March 2022

# Outlook

- **Background**

- Acknowledgements
- Why statistics are important
- What statistics are available
- How statistics are collected

- **IT Statistics**

- Current MPs in IT by gender and nationality
- Gender
  - Technical students
  - Fellows
- Nationality
  - Technical students
  - Fellows

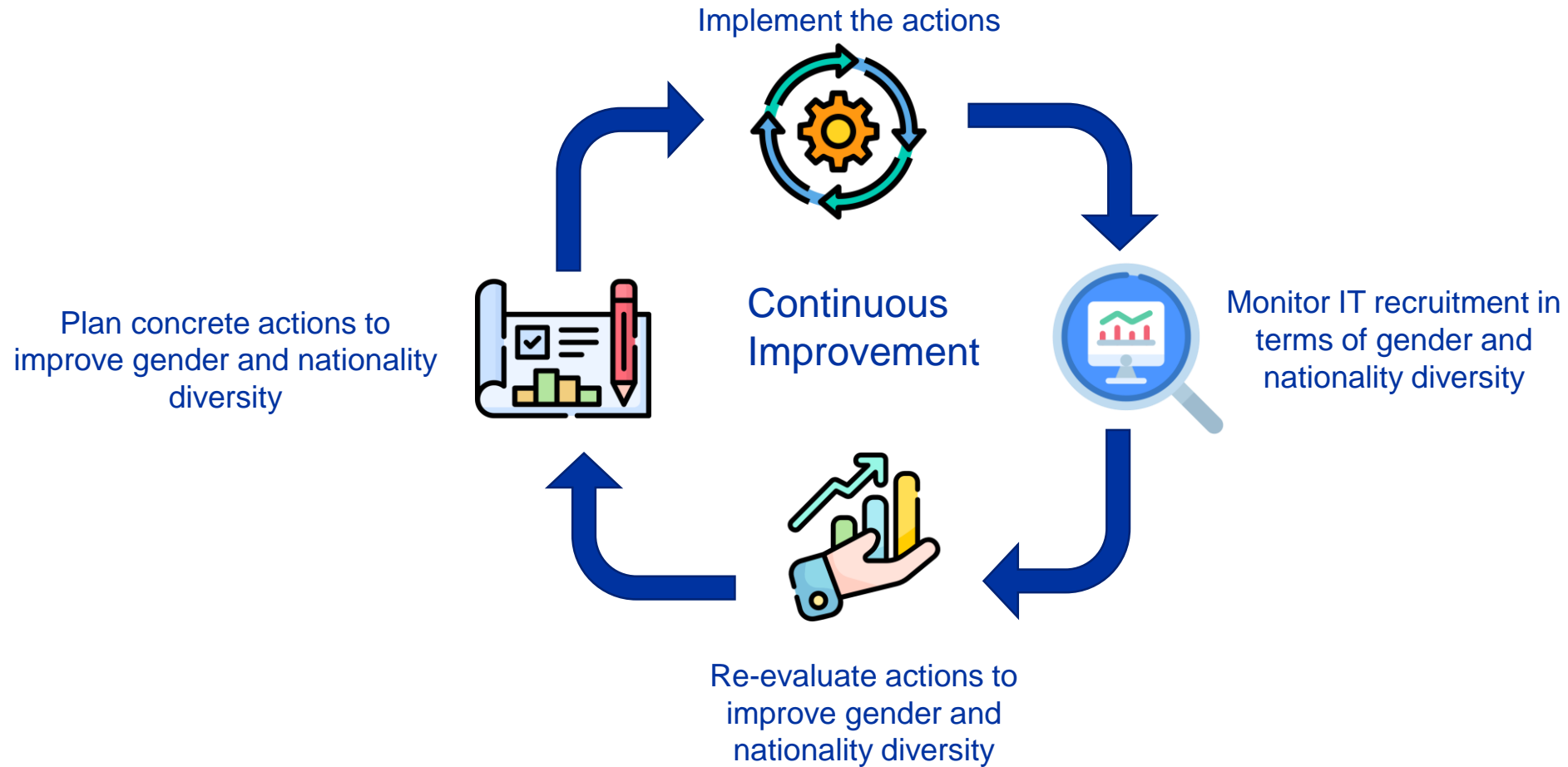
# Background

# Acknowledgements

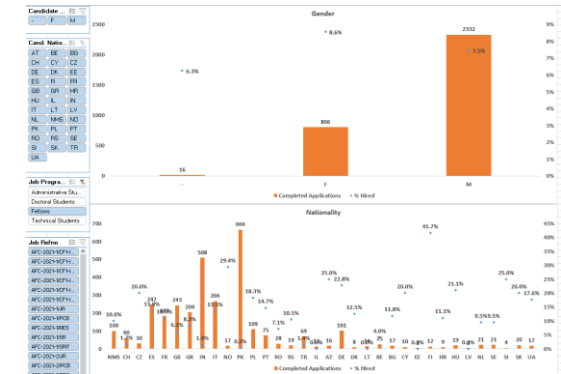
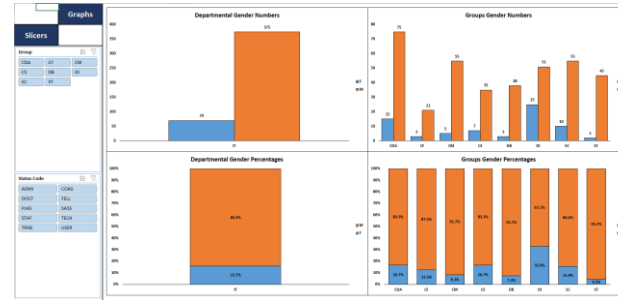
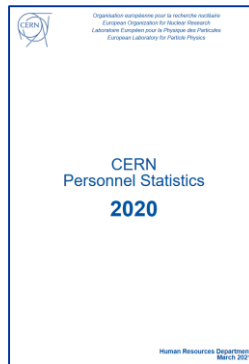
**Anna Cook and Leonard Duret who have put together comprehensive recruitment statistics for IT and who have explained us how these statistics are produced**

**Louise Carvalho, D&I Program Officer, who is providing us guidance and support to implement the '25 by 25' actions and who has coordinated the creation of the '25 by 25' Department dashboards**

# Why statistics are important



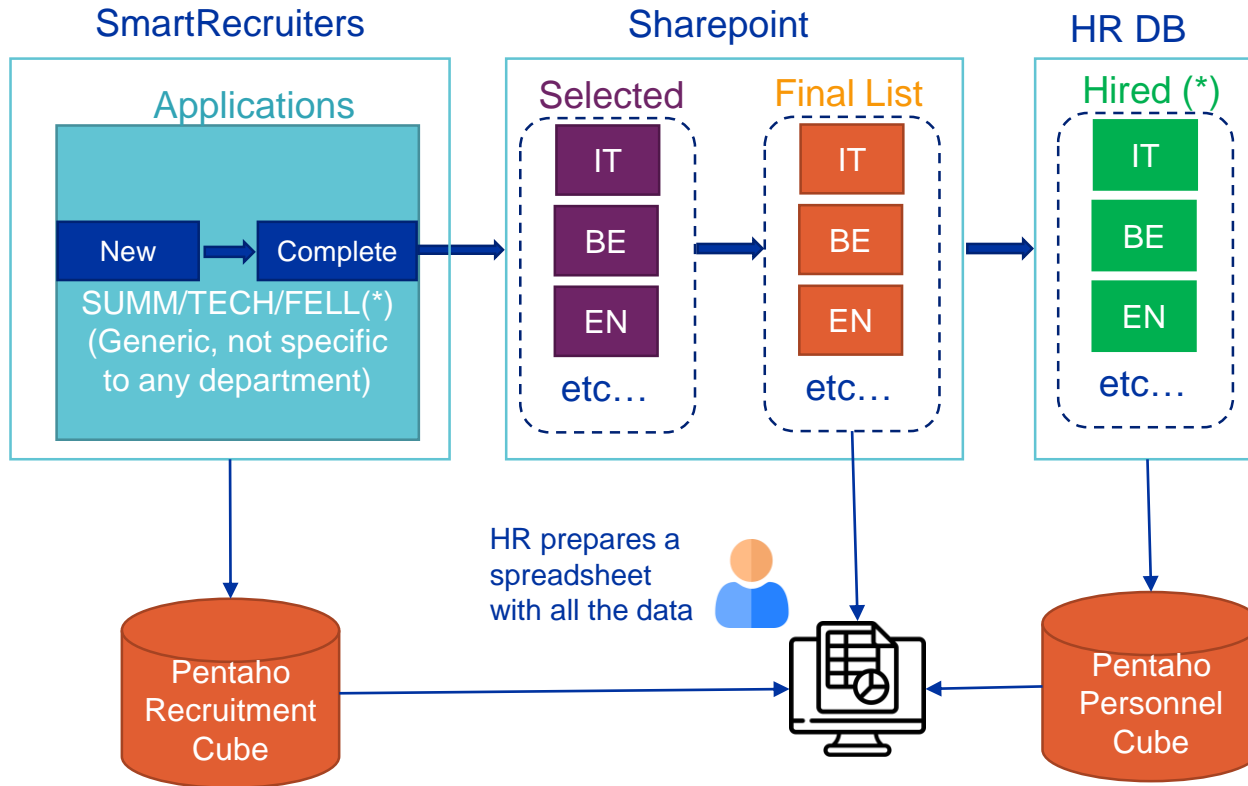
# What statistics are available



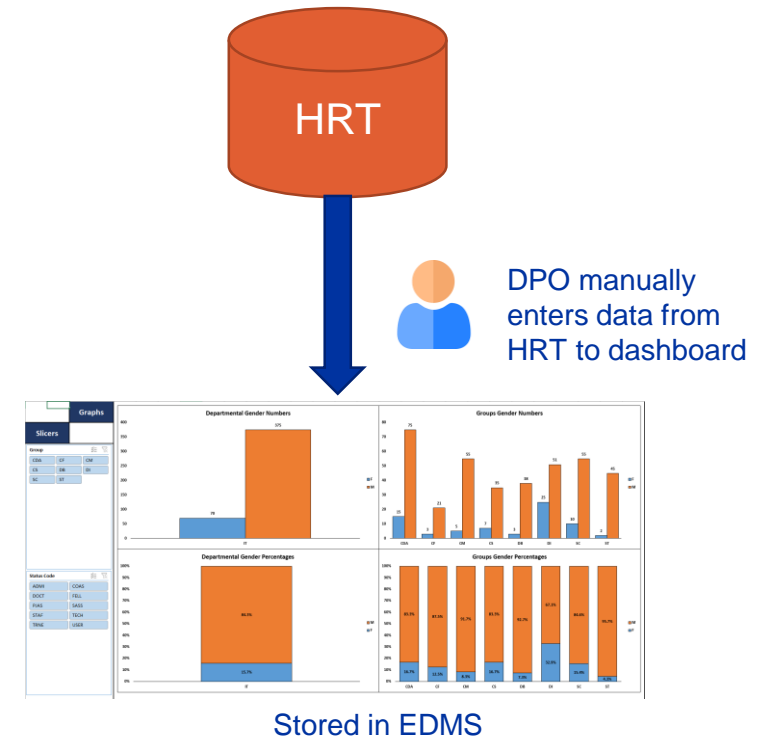
What	CERN Personnel Statistics	25 by 25 Dept Dashboards	Department Recruitment Statistics
Responsible	HR	HR, D&I and Dept DPO	HR
How often	Annual	Annual	On demand
What's included	Recruitment for all programs	Department Headcounts	Recruitment for all programs
Gender	YES	YES	YES
Nationality	YES	YES	YES
Department View	NO	YES	YES
Group View	NO	YES	NO

# How statistics are collected

## On demand Department Recruitment Statistics



## 25 by 25 Department Dashboards



(\*) Note there are specific Computing Fellow positions and the associated statistics are easier to track for IT

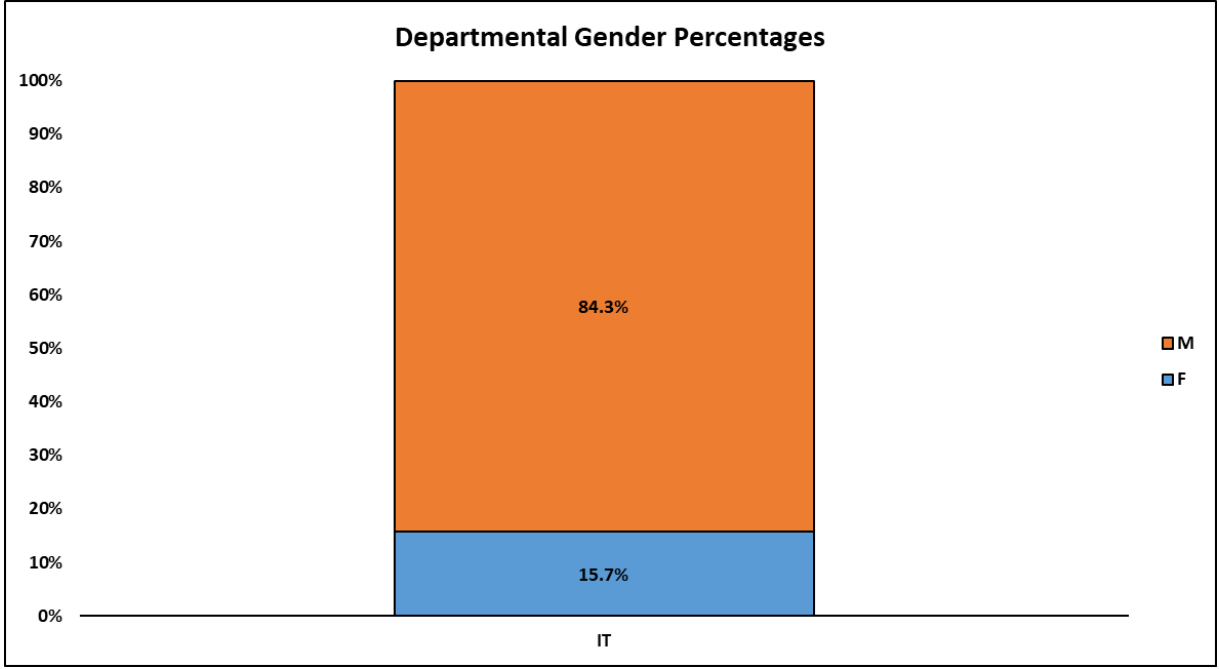
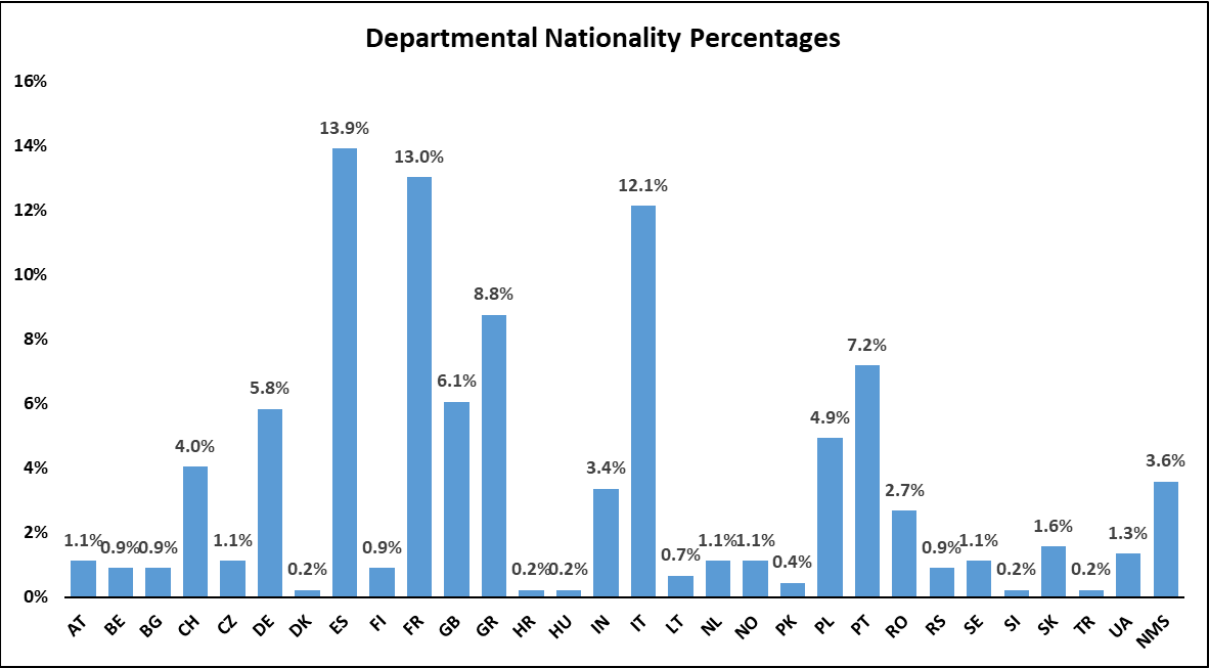
(\*) Hired: contracts can start the same year of the selection or the following year. Hired and selected numbers are not correlated

# Statistics



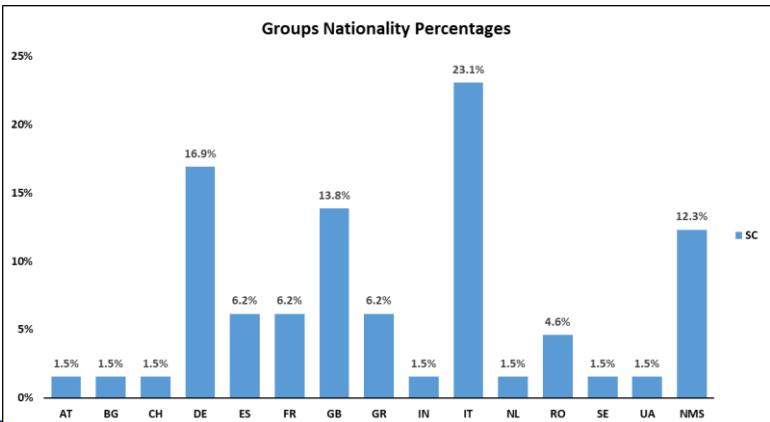
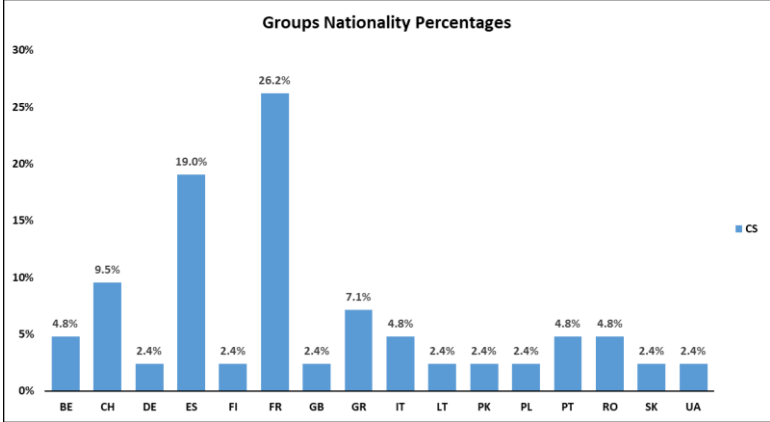
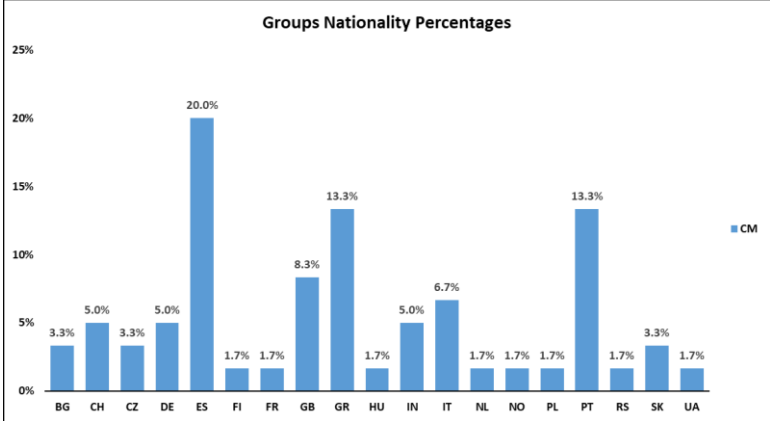
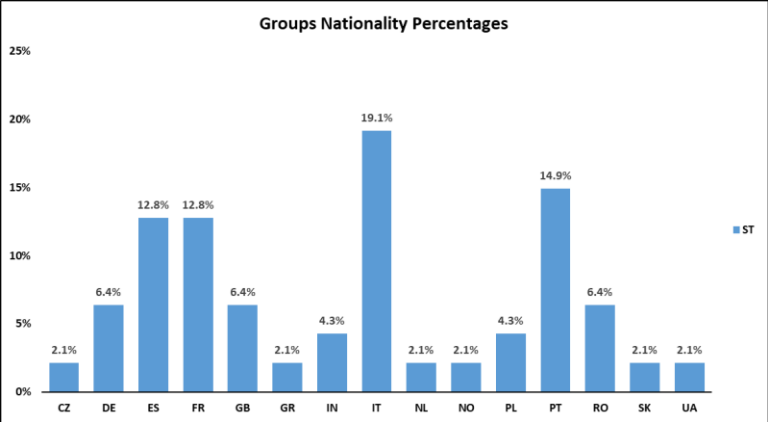
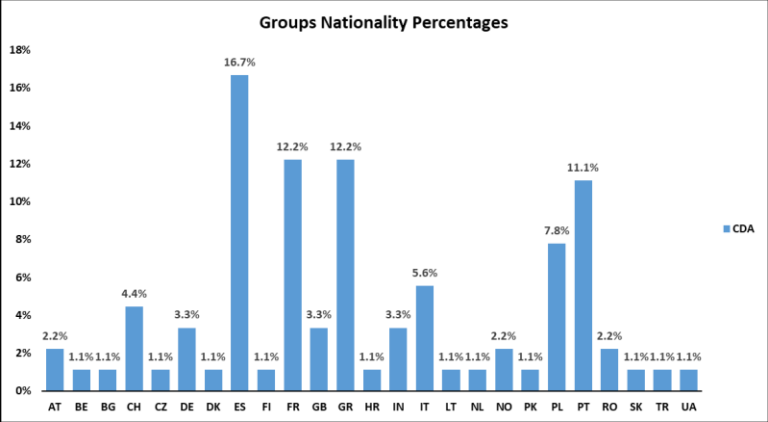
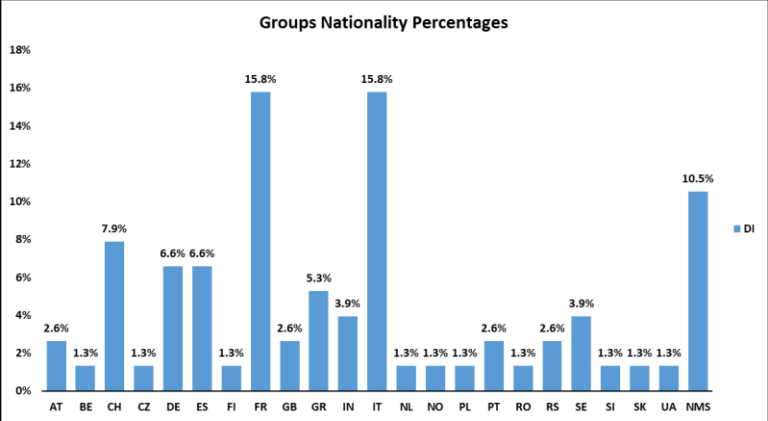
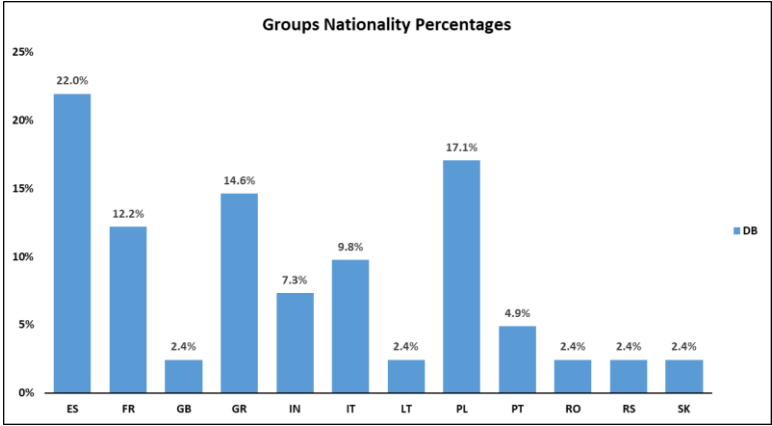
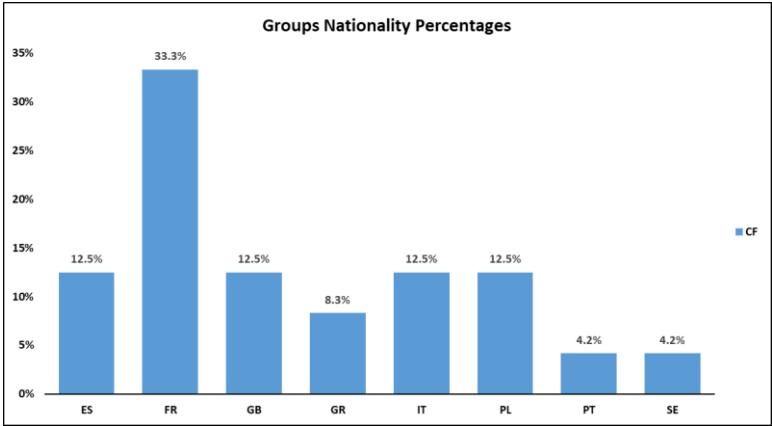
# Current MPs in IT

# IT - Nationality and Gender



Source: IT 25 by 25 Dashboard – October 2021

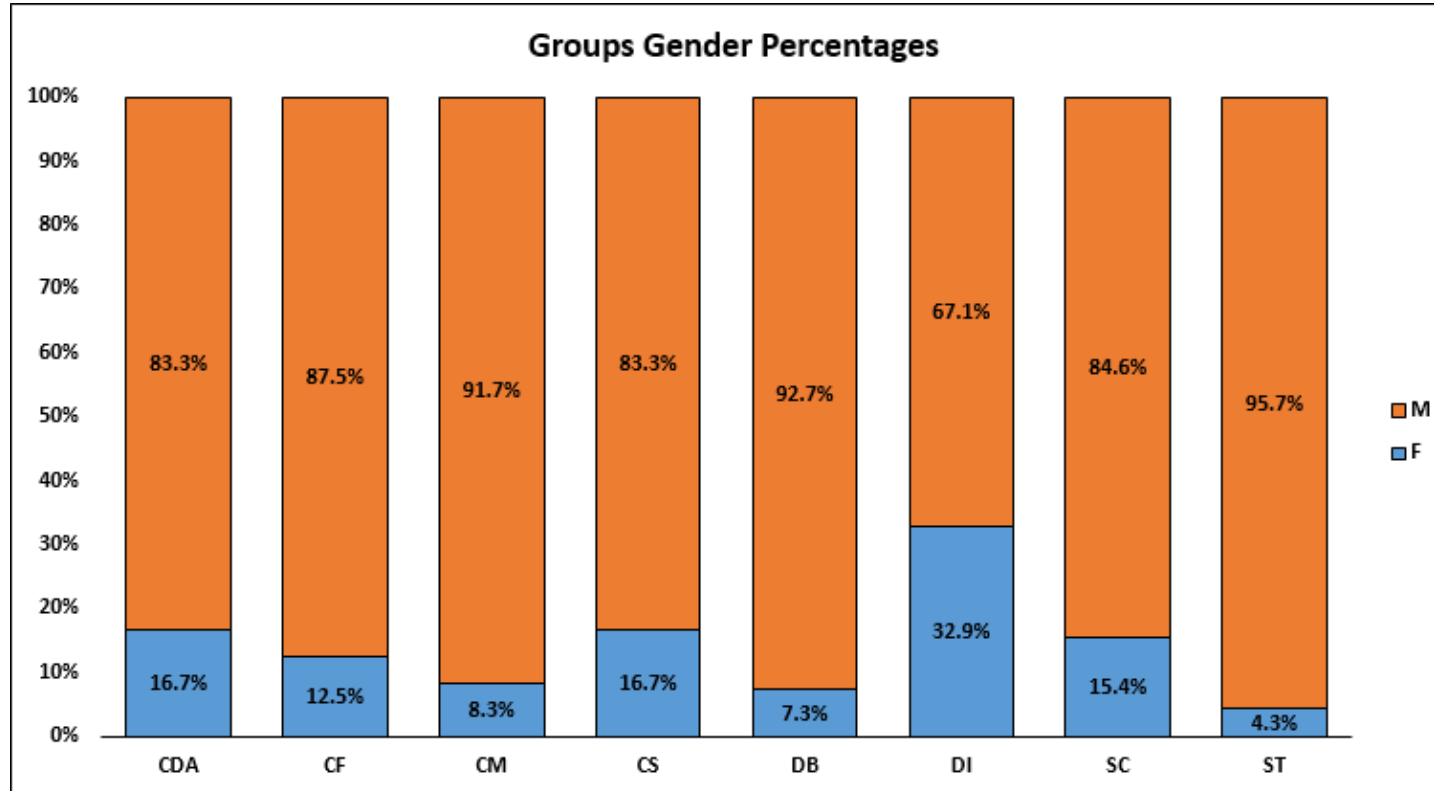
# IT Groups - Nationality



Source: IT 25 by 25 Dashboard – October 2021

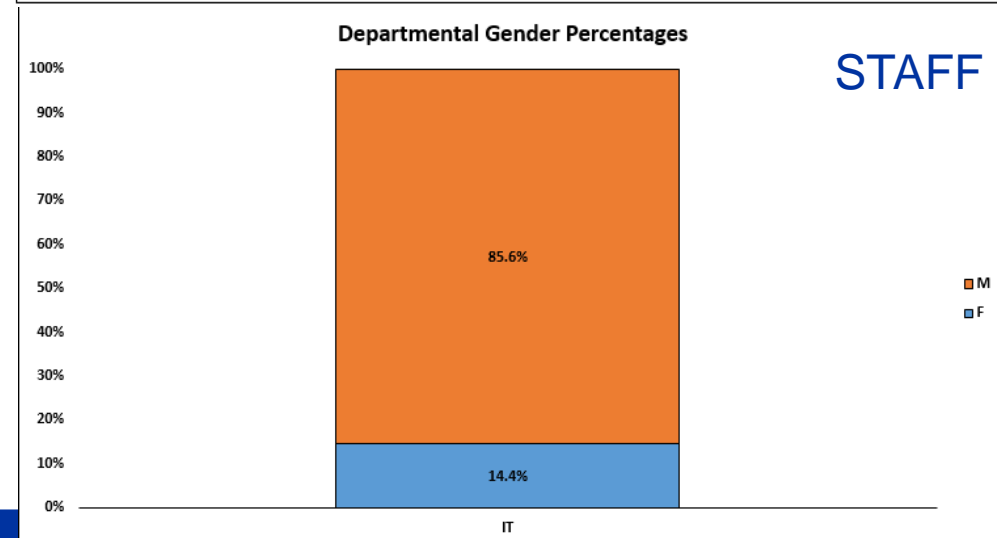
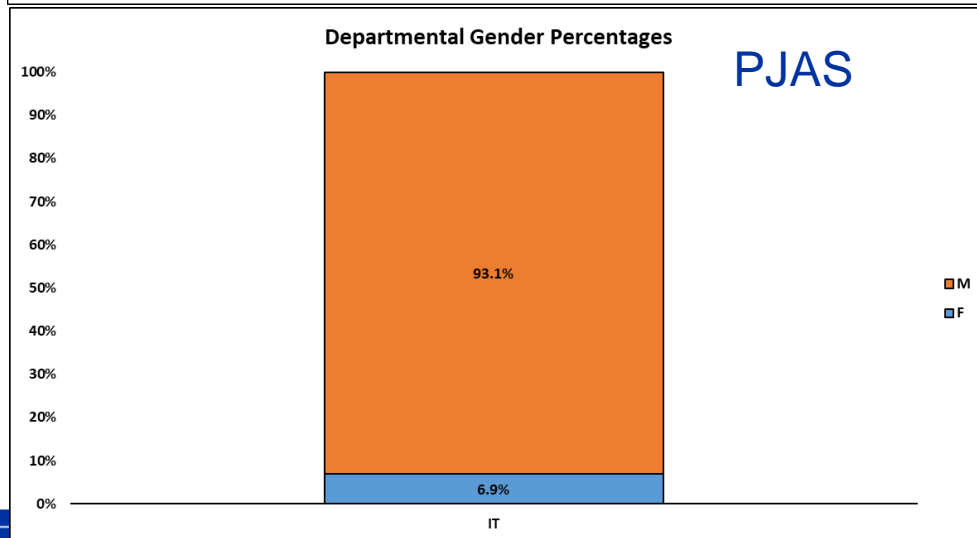
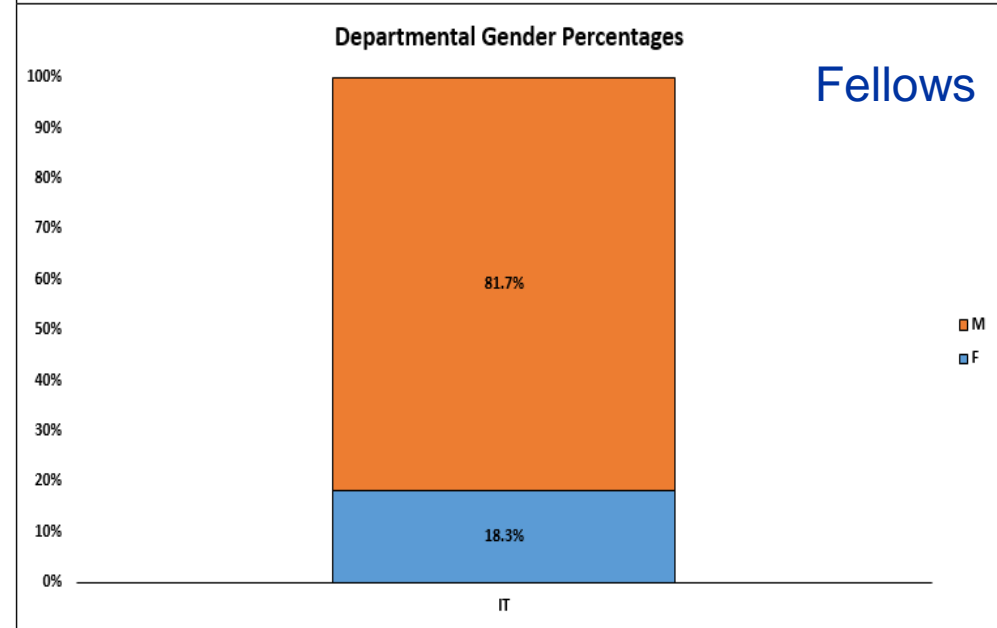
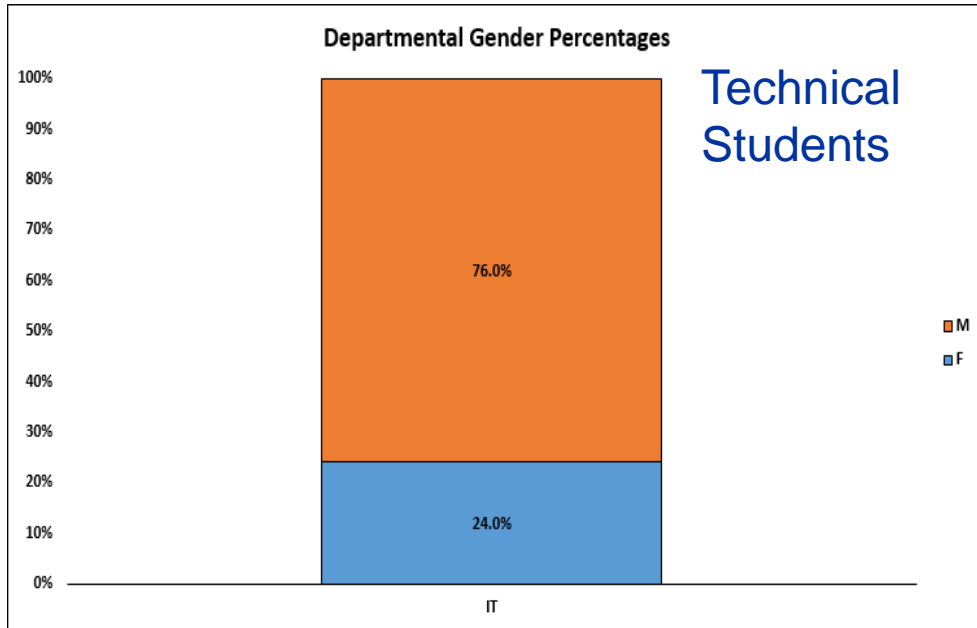


# IT Groups - Gender



Source: IT 25 by 25 Dashboard – October 2021

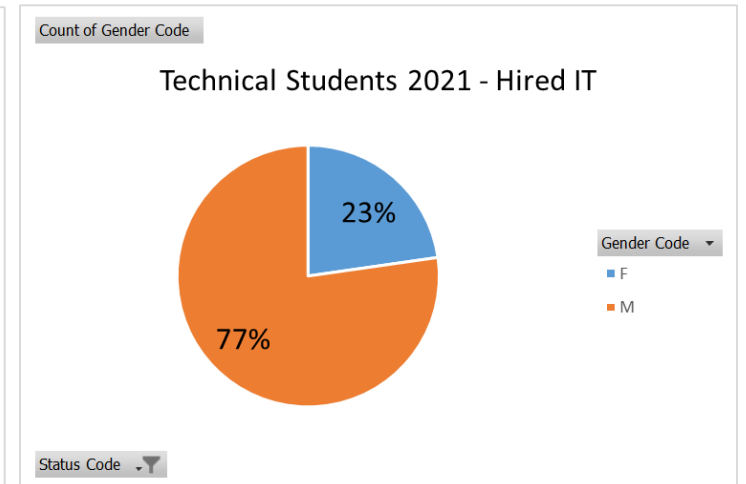
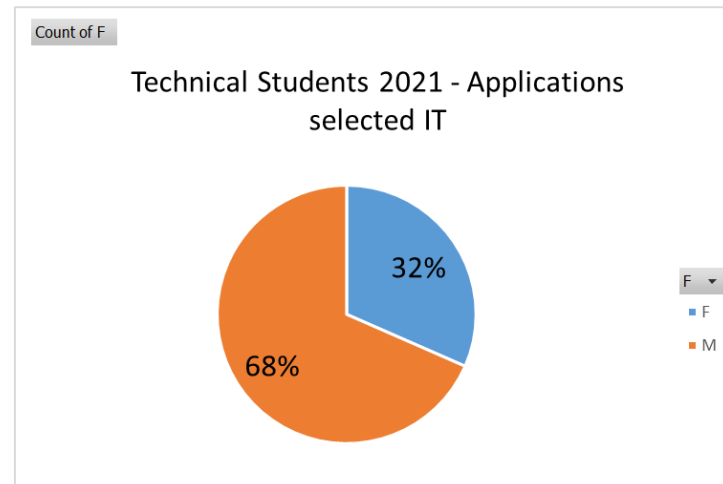
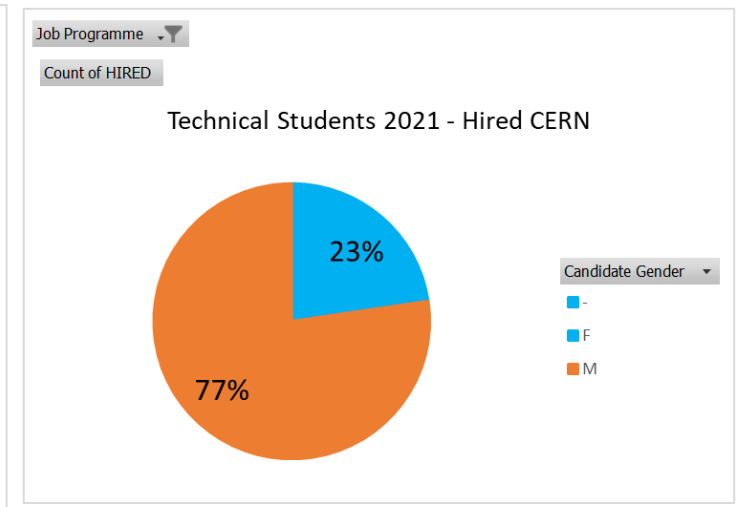
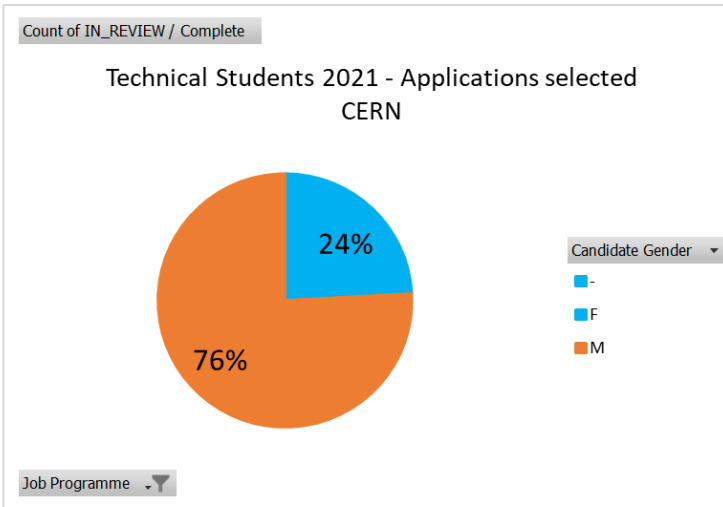
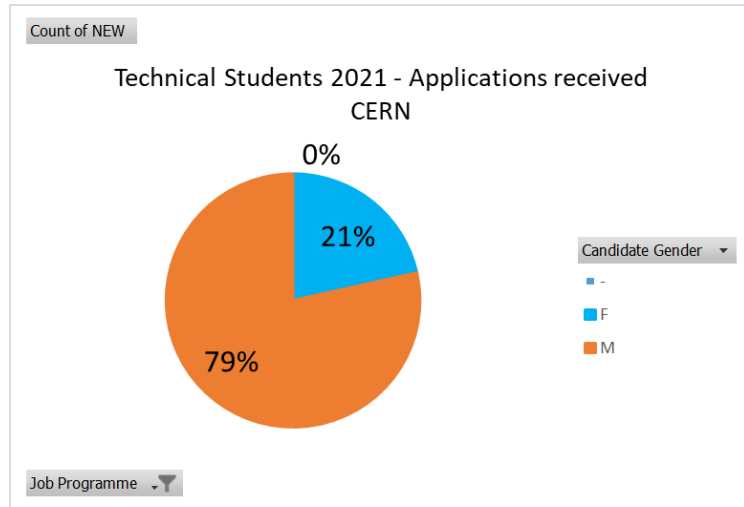
# TECH, PJAS, FELL and STAFF in IT - Gender



# Gender

# Technical Students 2021

Source: IT Recruitment statistics – March 2022

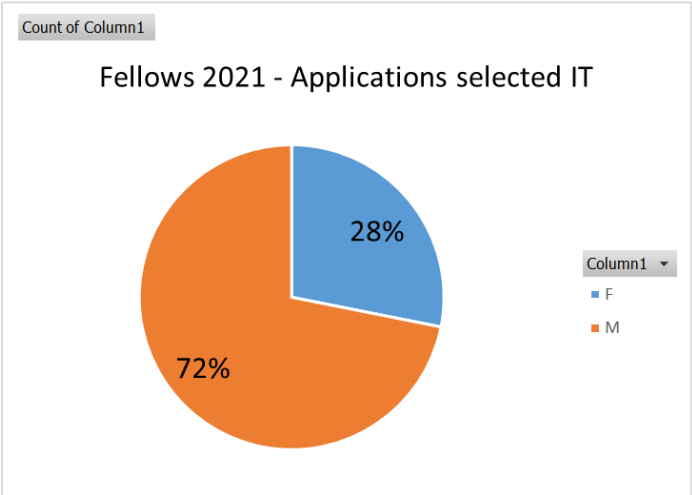
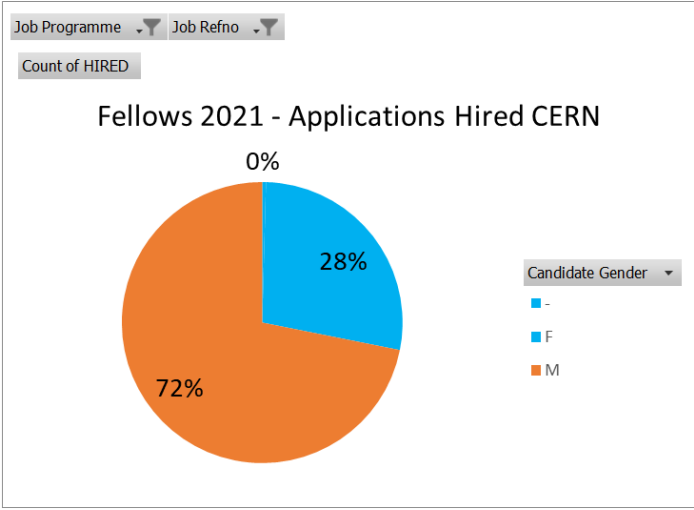
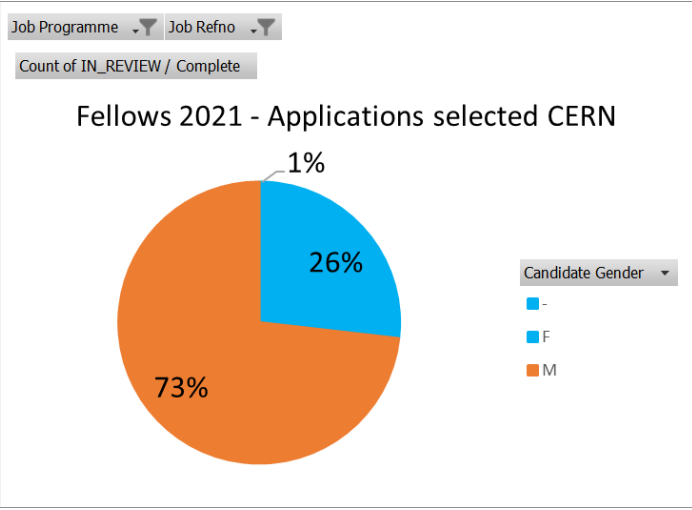
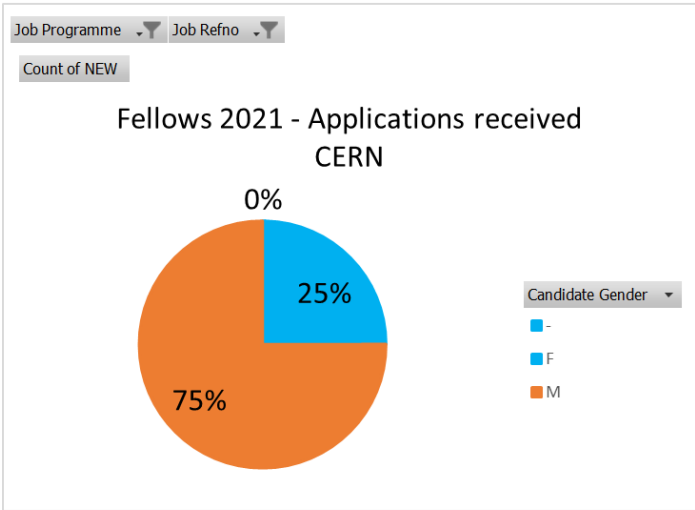


Sharepoint Selections

IT arrivals 2021

# Fellows 2021 (General Program)

Source: IT Recruitment statistics – March 2022

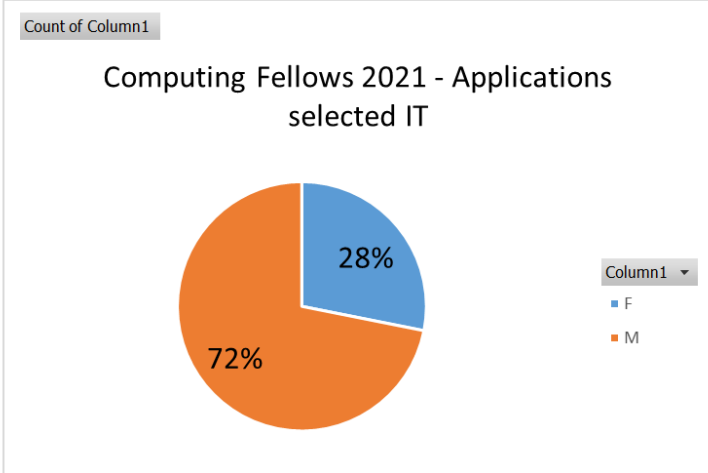
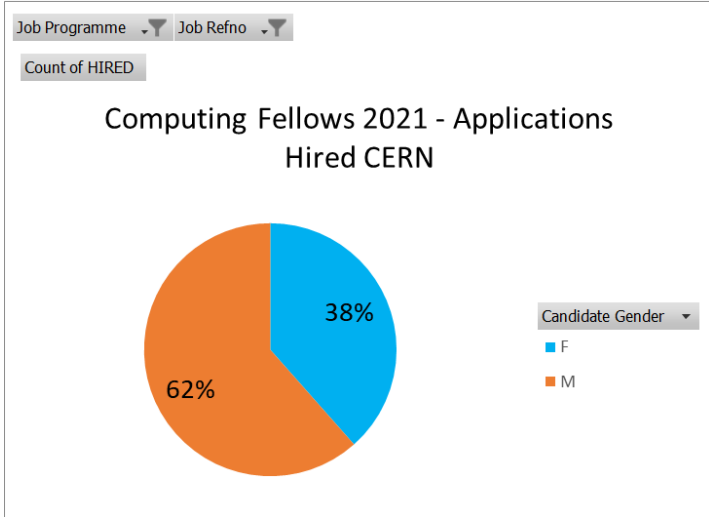
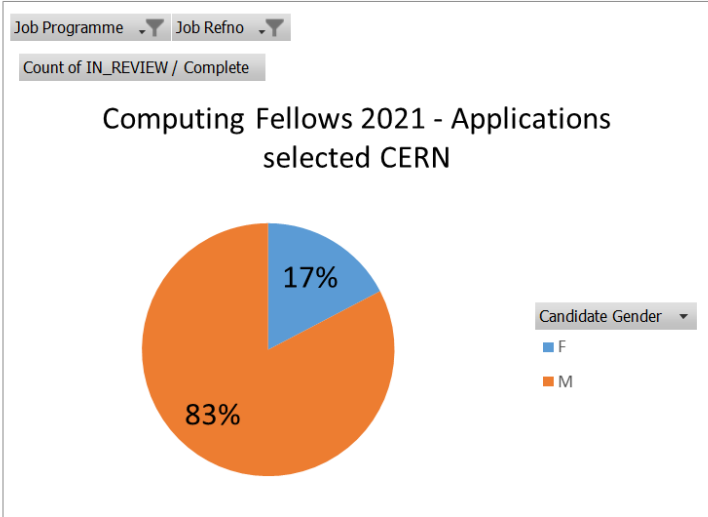
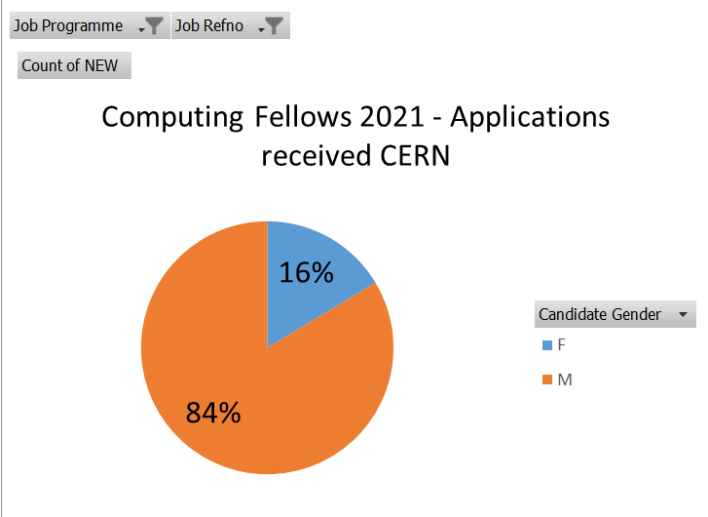


Sharepoint Selections



# Computing Fellows 2021

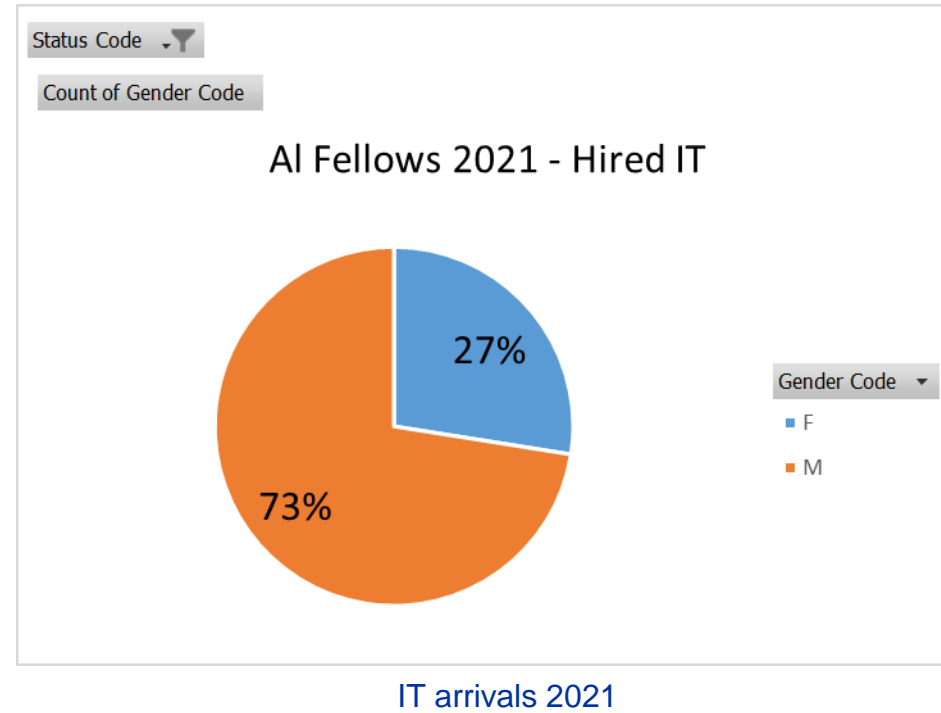
Source: IT Recruitment statistics – March 2022



Sharepoint Selections

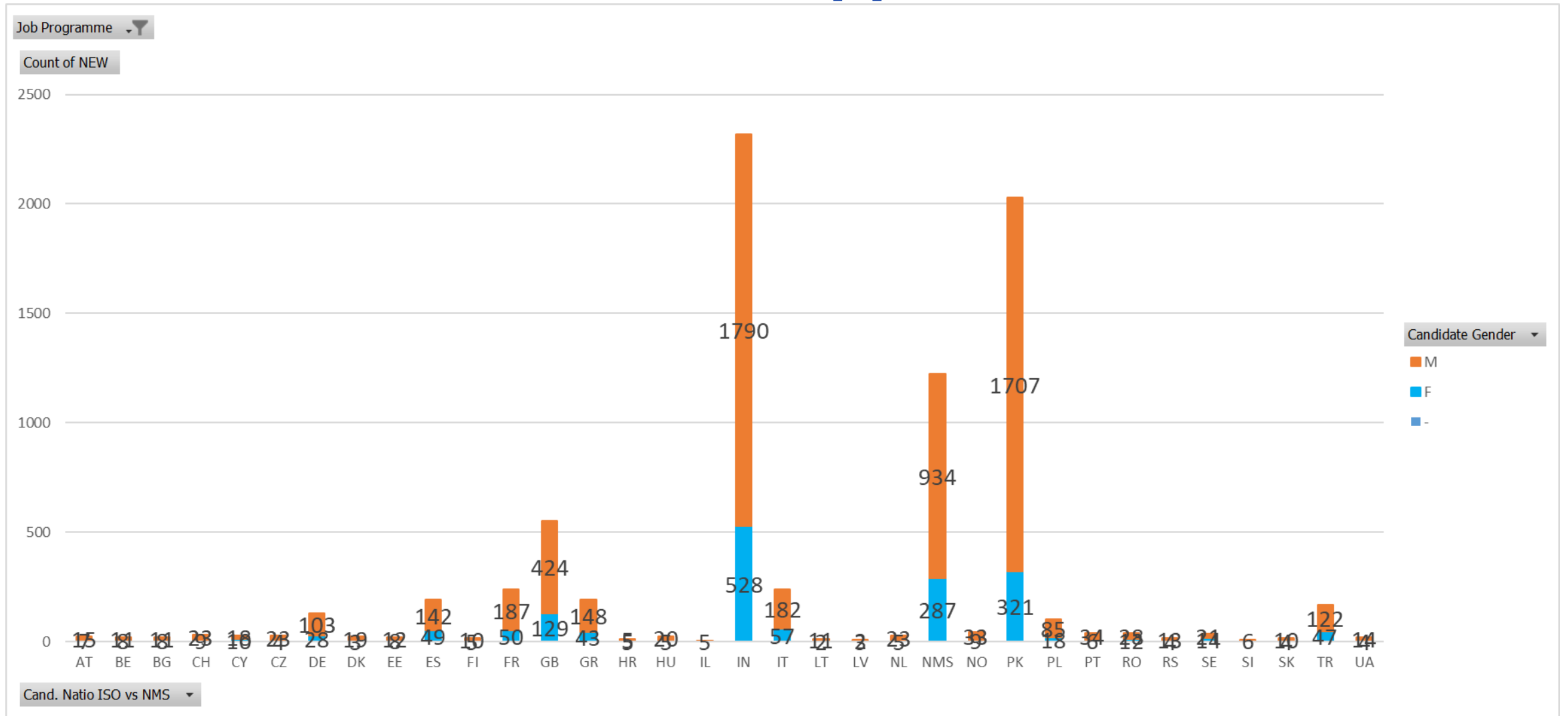
# Hired Fellows 2021 (general and computing)

Source: IT Recruitment statistics – March 2022

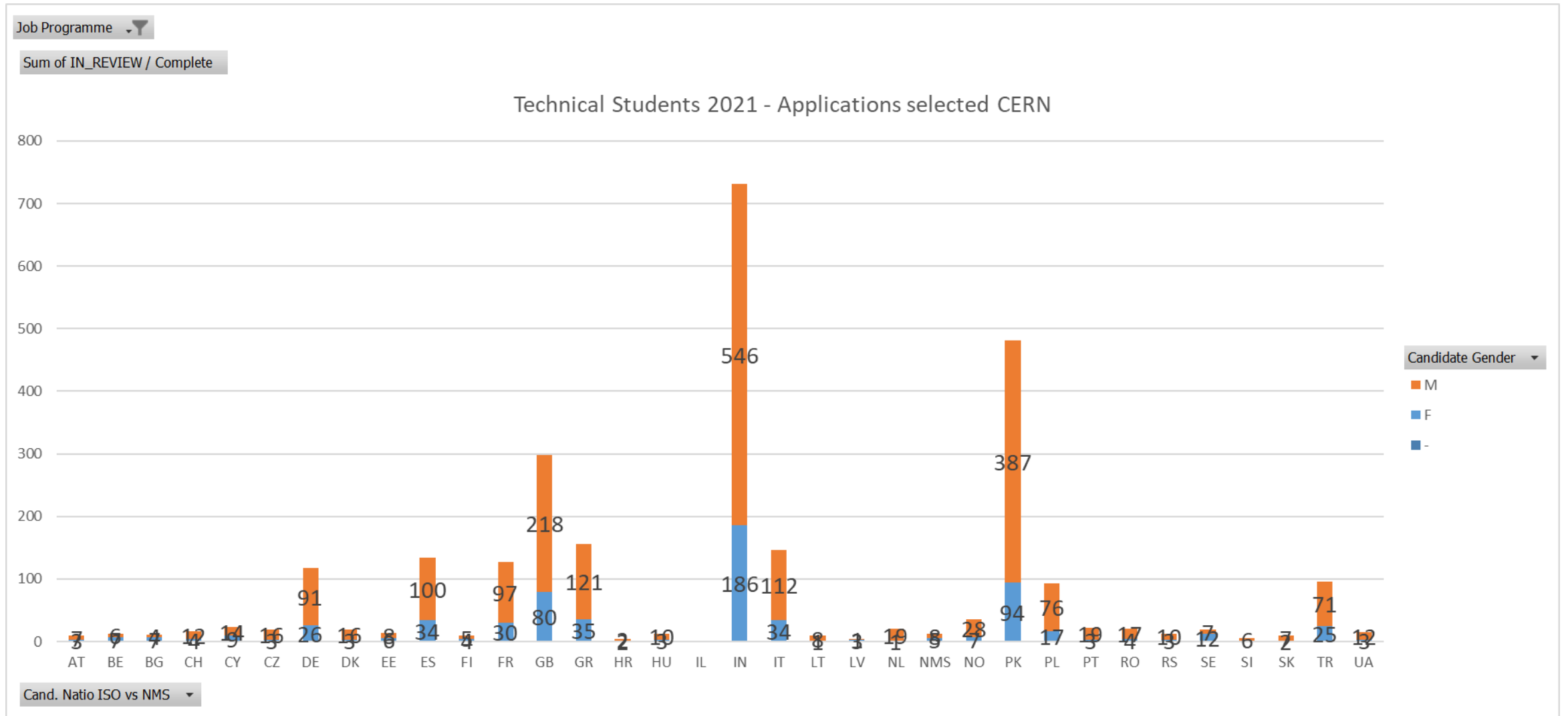


# Nationalities

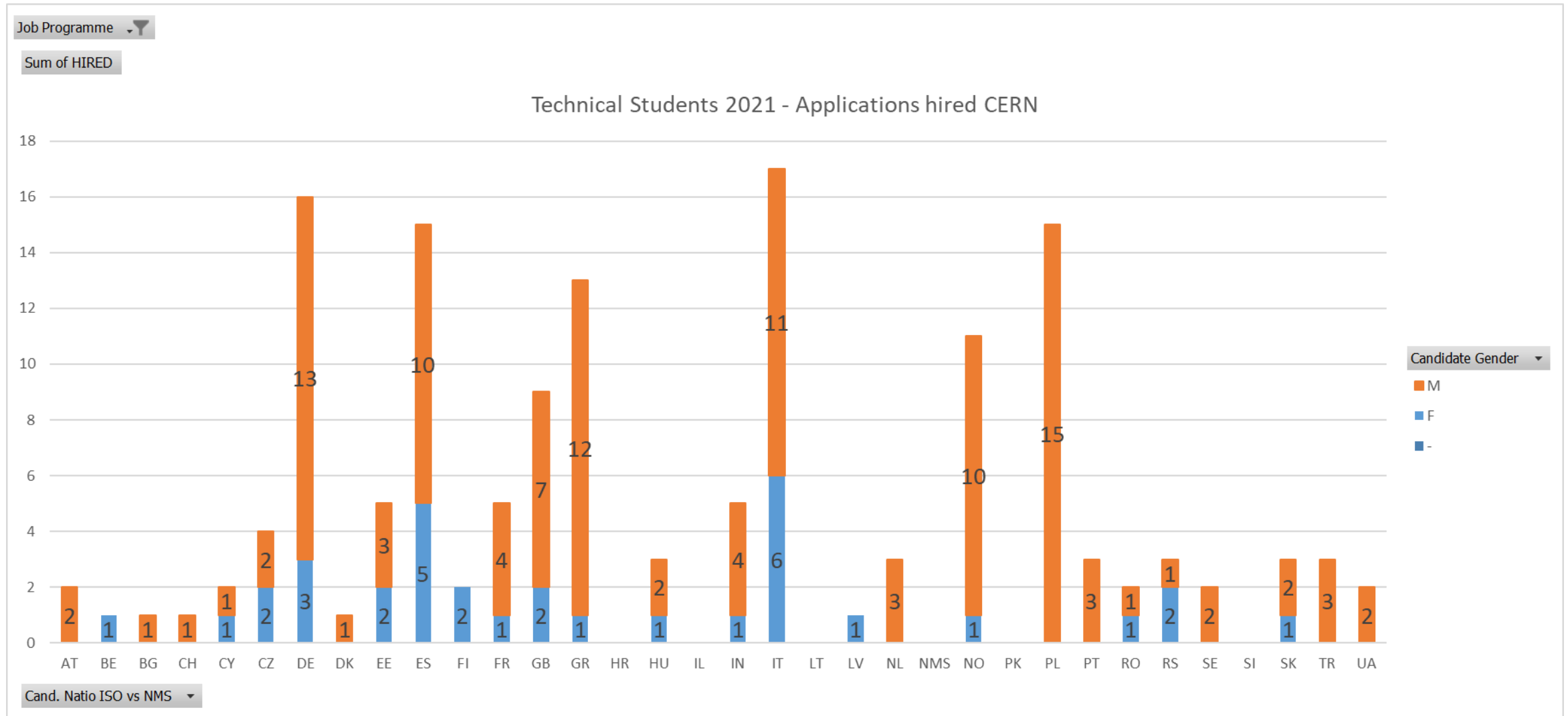
# Technical Students 2021 - Applications



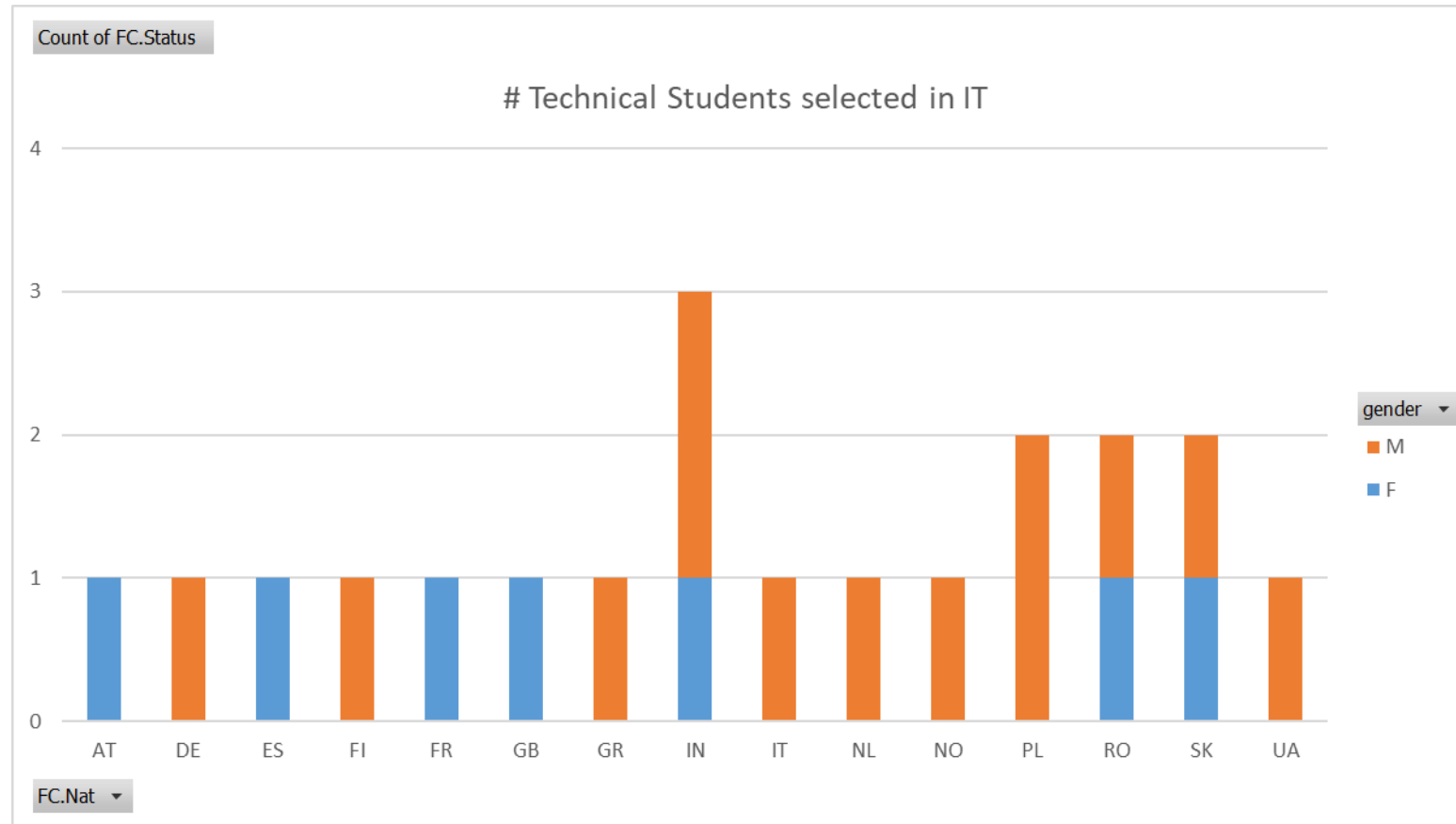
# Technical Students 2021 - Selections



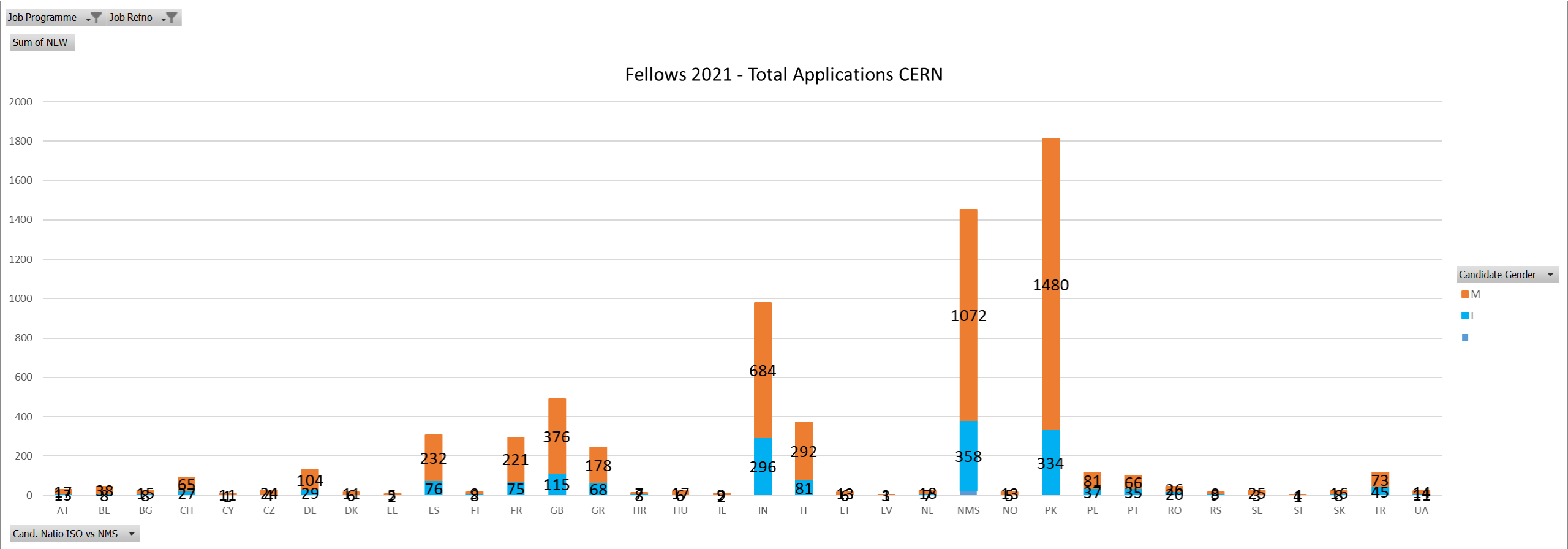
# Technical Students 2021 - Hired



# Technical Student 2021 – Selected in IT

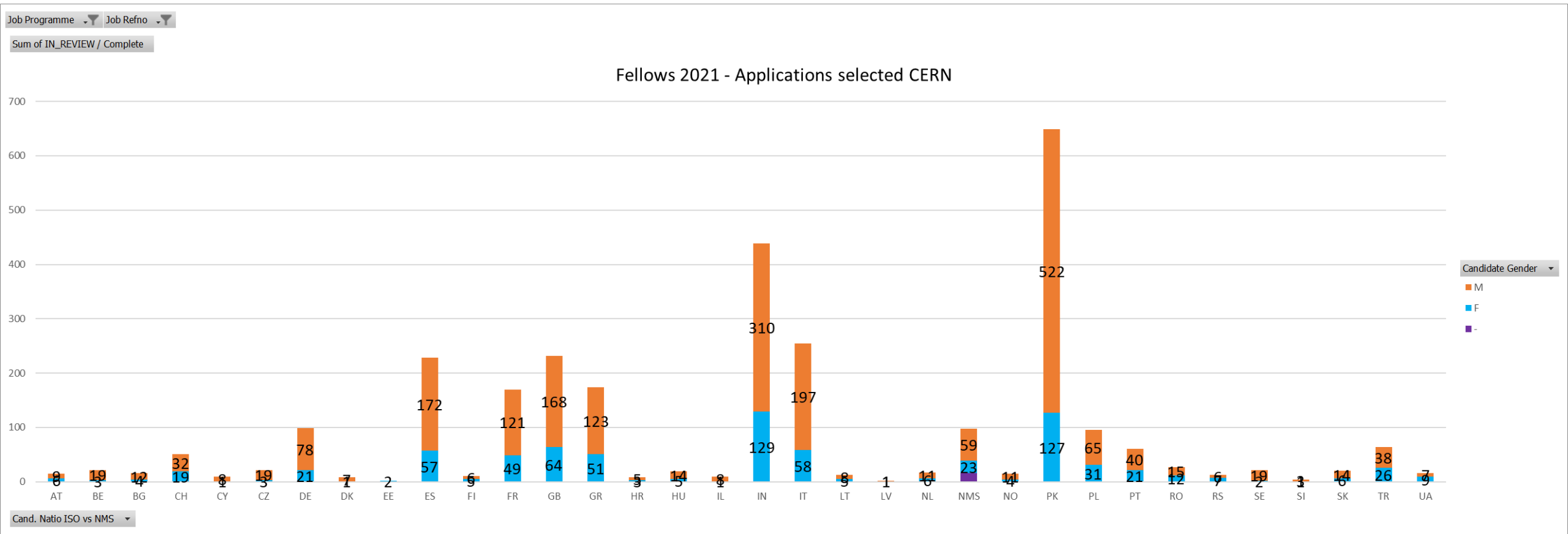


# Fellows 2021 (General Program) - Applications

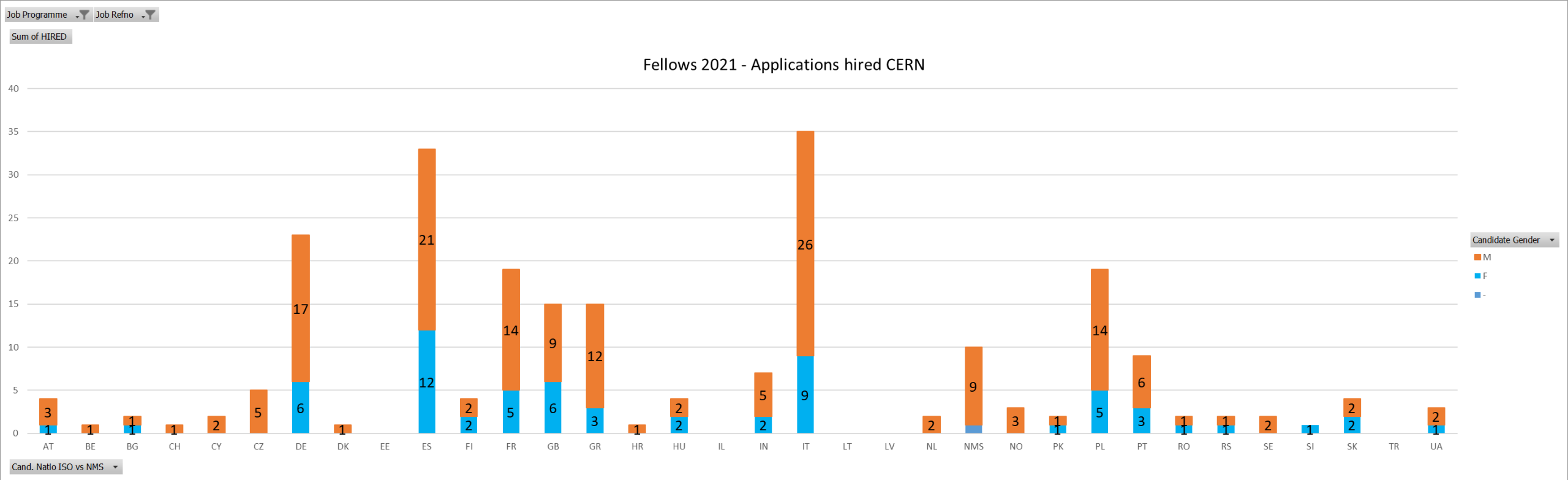




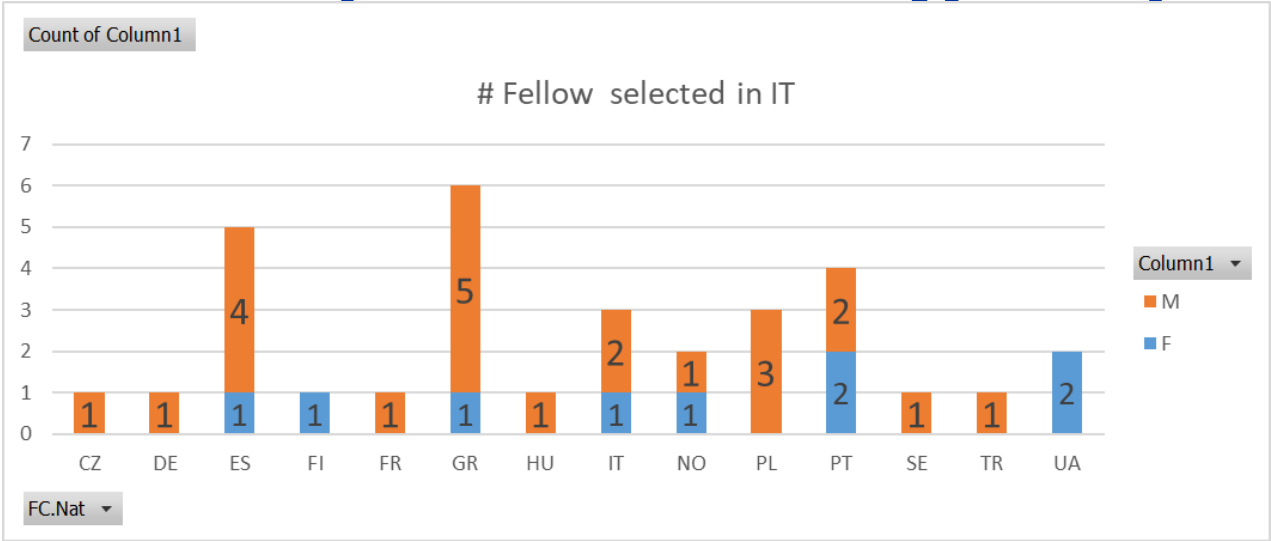
# Fellows 2021 (General Program) - Selections



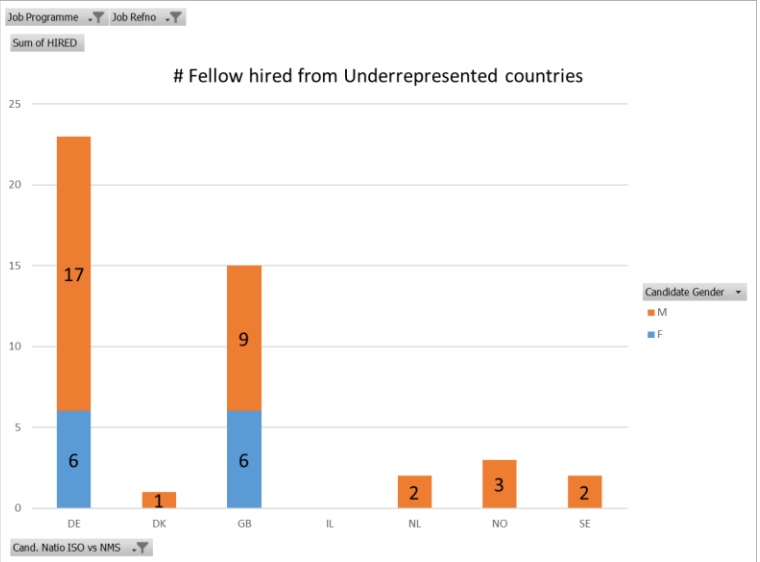
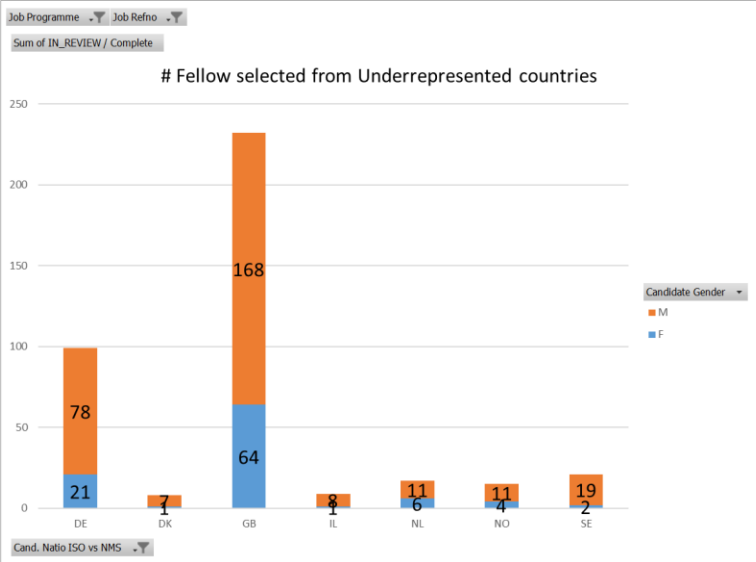
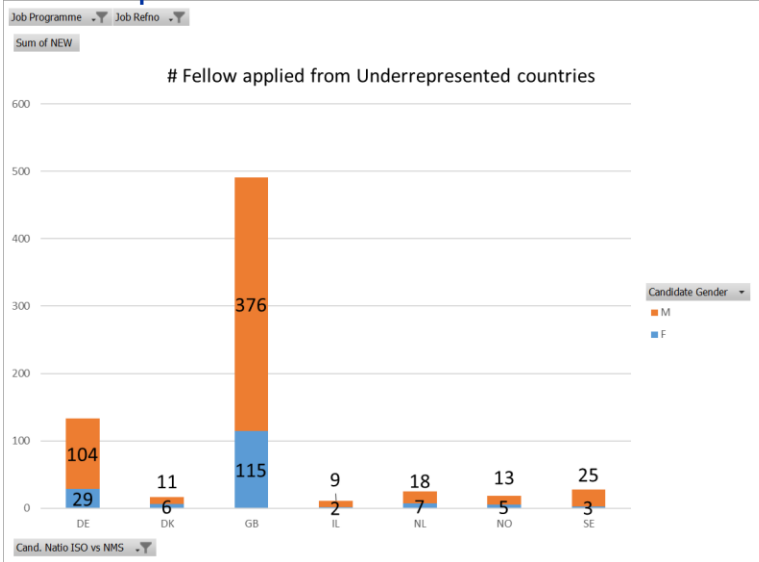
# Fellows 2021 (General Program) - Hired

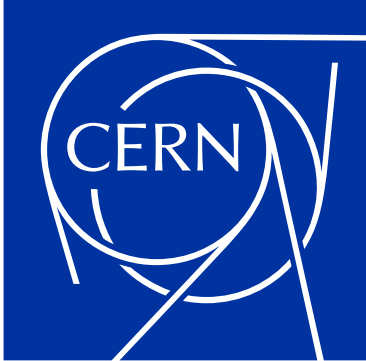


# Fellows 2021 in IT (General Program) - Selected



## Underrepresented countries recruitment at CERN





[home.cern](http://home.cern)